



Federal Bureau of Investigation

Washington, D.C. 20535

June 10, 1988

Mr. John Wilson
National Academy of Public Administration
Suite 540
1120 G Street, Northwest
Washington, D. C. 20005

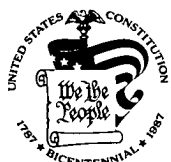
Dear Mr. Wilson:

In connection with your study to examine the equal employment efforts of each intelligence agency, and determine what each agency is doing to enhance the representation of female and minority staff, the FBI's Office of Equal Employment Opportunity Affairs (OEEOA) is providing the following information.

Statistics on the work force profile attachments A and B include data for Fiscal Years 1982 through 1987. Attachment A includes the categories of professional, administrative, technical, clerical, other (PATCO) and wage board along with gender and race/national origin. The enclosed format closely resembles your sample formats.

Entry level hiring and retention data on the Special Agent occupation will be provided upon completion. The data for the ratio of promotions of women and minorities compared to agency-wide promotions since 1982 will also be submitted under separate cover. As appropriate, narrative comments will accompany the statistical data.

The Special Agent Entrance Examination (SAEE) was implemented in July, 1984, and replaced the Cognitive Functions Test and Agent Entrance Test. The new test (SAEE) was developed and validated by an outside consulting firm who indicated that it is more predictive of job performance than the prior battery of tests.



Bicentennial of the United States Constitution (1787-1987)

Mr. John Wilson

The FBI hiring strategy for Special Agents is designed to focus on the recruitment of applicants in five different skills areas as follows: law, accounting, languages, engineering/science, and diversified (generalists). The primary vehicle utilized to attract these individuals is a field-wide network of Applicant Coordinators and Applicant Recruiters located in each of our fifty-eight field offices. Their primary work responsibility is to create a pool of qualified applicants from which Special Agents are selected. We are extremely successful in attracting large numbers of qualified diversified candidates, but less successful in recruiting and hiring specialists, most particularly linguists. Today the FBI faces a serious need for qualified bilingual Agents in a variety of foreign languages, most notably Spanish.

In addition to field office recruitment efforts, the FBI's OEEOA regularly participates with other Federal law enforcement agencies in national and local conferences and conventions to maintain contacts and provide information on FBI employment. The following are examples of organizations and advocacy groups which the FBI endeavors to maintain as recruitment sources.

- National Conference of Persons With Disabilities (President's Committee on the Employment of the Handicapped)
- National Association For the Advancement of Colored People (NAACP)
- Federally Employed Women (FEW) National Training Conference
- National Urban League National Convention
- Blacks in Government Annual National Conference (BIG)
- Congressional Black Caucus Legislative Weekend
- National Conference on Blacks in Higher Education
- Louisville Defender's Minority Consumer Expo
- United Negro College Fund Job Fair

Mr. John Wilson

- National Incorporated Mexican American Government Employees (IMAGE), Inc. Annual Convention and Training Conference
- League of United Latin American Citizens (LULAC) Annual Convention
- National Council of La Raza Annual Convention
- Mexican American Women's National Association
- Washington Council of Hispanic Employment Program Managers
- International Association of Women Police

I trust the foregoing information will be of assistance in your study.

Sincerely yours,



Melvin L. Jeter
Equal Employment Opportunity
Officer

Enclosures (2)

Mr Wilson,

These figures and percentages should complete the information desired for your study.

I will be in the office through ~~until~~ July 31st. I will depart on official business followed by annual leave and will not be at work on a full-time basis until August 10th. Hopefully there will be no need for additional data; however, Mr. Jeter could request ^{me} to provide

information if the need
arises.

Sorry for the delay.

Barb Browning

These figures include
All promotions for support
personnel and Special Agents.

EMPLOYEE DISTRIBUTION LEVEL GROUPINGS
FY82 - FY87

GRD LEVELS	TOTAL	ALL EMPLOYEES				WHITE		BLACK				HISPANIC				ASIAN				A/IND			
		MALE	%	FEM	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%
GS01-04	FY82	2093	477 22.7	1616 77.2		762 36.4		132 6.3		681 32.5		12 .5		27 1.2		6 .2		13 .6		38 1.8		133 6.3	
	FY83	1547	343 22.1	1204 77.8		595 38.4		92 5.9		495 31.9		8 .5		24 1.5		4 .2		7 .4		33 2.1		83 5.3	
	FY84	1866	427 22.8	1439 77.1		767 41.1		115 6.1		563 30.1		16 .8		34 1.8		10 .5		8 .4		13 .6		67 3.5	
	FY85	1602	326 20.3	1276 79.6		720 44.9		103 6.4		515 32.1		13 .8		35 2.1		3 .1		6 .3		.0		.0	
	FY86	1913	364 19.0	1549 80.9		773 40.4		132 6.9		696 36.3		11 .5		35 1.8		6 .3		4 .2		10 .5		41 2.1	
	FY87	2001	405 20.2	1596 79.7		770 38.4		127 6.3		763 38.1		14 .6		33 1.6		4 .1		7 .3		5 .2		23 1.1	
GS05-08	FY82	6890	1420 20.6	5470 79.3		3195 46.3		365 5.2		2063 29.9		36 .5		149 2.1		20 .2		30 .4		14 .2		33 .4	
	FY83	7457	1497 20.0	5960 79.9		3474 46.5		379 5.0		2268 30.4		41 .5		140 1.8		18 .2		49 .6		13 .1		29 .3	
	FY84	7664	1540 20.0	6124 79.9		3572 46.6		376 4.9		2323 30.3		37 .4		144 1.8		22 .2		47 .6		14 .1		38 .4	
	FY85	7706	1563 20.2	6143 79.7		3603 46.7		377 4.8		2332 30.2		43 .5		154 1.9		22 .2		42 .5		2 .0		12 .1	
	FY86	5262	1523 19.9	6102 80.0		3530 46.2		365 4.7		2317 30.3		46 .6		159 2.0		23 .3		39 .5		8 .1		57 .7	
	FY87	7649	1446 18.9	6203 81.0		3608 47.1		376 4.9		2343 30.6		39 .5		157 2.0		17 .2		43 .5		11 .1		52 .6	
GS09-12	FY82	4124	2946 71.4	1178 28.5		1030 24.9		176 4.2		94 2.2		155 3.7		29 .7		62 1.5		15 .3		44 1.0		10 .2	
	FY83	4291	2958 68.9	1333 31.0		1154 26.8		191 4.4		120 2.7		157 3.6		39 .9		75 1.7		16 .3		25 .5		4 .0	
	FY84	4910	3420 69.6	1490 30.3		1276 25.9		203 4.1		142 2.8		182 3.7		46 .9		89 1.8		20 .4		23 .4		6 .1	
	FY85	5025	3375 67.1	1650 32.8		1378 27.4		205 4.0		175 3.4		183 3.6		69 1.3		96 1.9		22 .4		18 .3		6 .1	
	FY86	5262	3513 66.7	1749 33.2		1461 27.7		213 4.0		185 3.5		187 3.5		70 1.3		87 1.6		23 .4		28 .5		10 .1	
	FY87	5646	3721 65.9	1925 34.0		1562 27.6		220 3.8		248 4.3		189 3.3		78 1.3		91 1.6		24 .4		24 .4		13 .2	
G-13-15	FY82	5507	5466 99.2	41 .7		38 .6		89 1.6		2 .0		101 1.8		1 .0		20 .3		.0		23 .4		.0	
	FY83	5963	5902 98.9	61 1.0		55 .9		109 1.8		4 .0		121 2.0		1 .0		22 .3		.0		21 .3		1 .0	
	FY84	5926	5855 98.8	71 1.1		64 1.0		115 1.9		4 .0		127 2.1		3 .0		26 .4		.0		22 .3		.0	
	FY85	6220	6094 97.9	126 2.0		113 1.8		150 2.4		8 .1		152 2.4		4 .0		36 .5		1 .0		18 .2		.0	
	FY86	6233	6071 97.4	162 2.5		143 2.2		157 2.5		9 .1		163 2.6		7 .1		43 .6		2 .0		24 .3		1 .0	
	FY87	6558	6264 95.5	294 4.4		269 4.1		177 2.6		10 .1		197 3.0		11 .1		53 .8		2 .0		29 .4		2 .0	
GS16-18	FY82	135	134 99.2	1 .7		.0		3 2.2		1 .7		1 .7		.0		.0		.0		.0		.0	
	FY83	133	132 99.2	1 .7		.0		3 2.2		1 .7		1 .7		.0		.0		.0		.0		.0	
	FY84	134	133 99.2	1 .7		.0		3 2.2		1 .7		1 .7		.0		1 .7		.0		.0		.0	
	FY85	141	140 99.2	1 .7		.0		3 2.1		1 .7		1 .7		.0		1 .7		.0		.0		.0	
	FY86	143	142 99.3	1 .6		.0		3 2.0		1 .6		1 .6		.0		1 .6		.0		.0		.0	
	FY87	152	150 98.6	2 1.3		1 .6		3 1.9		1 .6		2 1.3		.0		1 .6		.0		.0		.0	
WB	FY82	283	268 94.6	15 5.3		10 3.5		41 14.4		5 1.7		4 1.4		.0		1 .3		.0		4 1.4		.0	
	FY83	416	361 86.7	55 13.2		14 3.3		85 20.4		40 9.6		4 .9		.0		5 1.2		.0		2 .4		1 .2	
	FY84	449	387 86.1	62 13.8		12 2.6		100 22.2		50 11.1		5 1.1		.0		5 1.1		.0		1 .2		.0	
	FY85	455	386 84.8	69 15.1		15 3.2		102 22.4		54 11.8		6 1.3		.0		2 .4		.0		1 .2		.0	
	FY86	477	387 81.1	90 18.8		24 5.0		105 22.0		64 13.4		6 1.2		1 .2		1 .2		.0		2 .4		1 .2	
	FY87	471	378 80.2	93 19.7		21 4.4		99 21.0		69 14.6		7 1.4		2 .4		1 .2		1 .2		2 .4		.0	
TOTAL	FY82	19032	10711 56.21	8321 43.7		5035 26.41		806 4.2		2846 14.91		309 1.6		206 1.01		109 .51		58 .3		123 .6		176 .9	
	FY83	19807	11193 56.5	8614 43.41		5292 26.7		859 4.3		2928 14.71		332 1.61		204 1.0		124 .6		72 .31		94 .41		118 .51	
	FY84	20949	11762 56.1	9187 43.81		5691 27.11		912 4.31		3083 14.7		368 1.71		227 1.01		153 .7		75 .31		73 .31		111 .5	
	FY85	21149	11884 56.11	9265 43.8		5829 27.51		940 4.4		3085 14.51		398 1.81		262 1.2		160 .71		71 .3		39 .11		118 .01	
	FY86	21653	12000 55.4	9653 44.51		5931 27.31		975 4.5		3272 15.1		414 1.9		272 1.21		161 .7		68 .3		72 .3		110 .5	
	FY87	22477	12364 55.0	10113 44.92		6231 27.7		1002 4.41		3434 15.21		448 1.92		281 1.21		167 .7		77 .3		71 .3		90 .4	

ATTACHMENT A

EMPLOYEE DISTRIBUTION LEVEL GROUPINGS
FY82 - FY87

		ALL EMPLOYEES				WHITE		BLACK				HISPANIC				ASIAN				A/IND					
GRD LEVELS	TOTAL	MALE	%	FEM	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%	MALE	%	FEM	%		
PROF.	FY82	(95)	65	68.4	30	31.5	26	27.3	1	1.0	3	3.1	1	1.0	.0	2	2.1	1	1.0	.0	.0	.0	.0		
	FY83	116	84	72.4	32	27.5	27	23.2	1	.8	4	3.4	1	.8	.0	2	1.7	.0	4	3.4	1	.8			
	FY84	138	105	76.0	33	23.9	29	21.0	1	.7	4	2.8	2	1.4	.0	5	3.6	.0	3	2.1	.0	.0			
	FY85	162	117	72.2	45	27.7	40	24.6	1	.6	5	3.0	1	.6	.0	6	3.7	.0	.0	.0	.0	.0			
	FY86	178	128	71.9	50	28.0	42	23.5	2	1.1	7	3.9	2	1.1	.0	6	3.3	.0	.0	1	.5	.5			
	FY87	188	131	69.6	57	30.3	48	25.5	4	2.1	7	3.7	3	1.5	1	.5	7	3.7	.0	.0	1	.5			
ADMIN.	FY82	(8627)	7808	90.5	819	9.4	711	8.2	247	(2.8)	67	(.7)	(251)	(2.9)	(25)	(.2)	67	(.7)	5	.0	62	(.7)	11	(.1)	
	FY83	9320	8286	88.9	1034	11.0	895	9.6	276	2.9	73	.7	280	3.0	43	.4	91	.9	17	.1	36	.3	6	.0	
	FY84	9851	8674	88.0	1177	11.9	1006	10.2	290	2.9	88	.8	305	3.0	55	.5	109	1.1	22	.2	42	.4	6	.0	
	FY85	10267	8826	85.9	1441	14.0	1222	11.9	323	3.1	115	1.1	328	3.1	73	.7	125	1.2	24	.2	34	.3	7	.0	
	FY86	10442	8910	85.3	1532	14.6	1287	12.3	333	3.1	128	1.2	343	3.2	76	.7	125	1.1	26	.2	45	.4	15	.1	
	FY87	11092	9277	83.6	1815	16.3	1499	13.5	363	3.2	183	1.6	381	3.4	88	.7	134	1.2	27	.2	47	.4	18	.1	
TECH.	FY82	3088	1406	45.5	1682	54.4	1149	37.2	169	5.4	487	15.7	19	.6	32	1.0	15	.4	8	.2	12	.3	6	.1	
	FY83	3202	1370	42.7	1832	57.2	1186	37.0	191	5.9	593	18.5	24	.7	35	1.0	10	.3	7	.2	16	.4	11	.3	
	FY84	3180	1374	43.2	1806	56.7	1113	35.0	205	6.4	638	20.0	28	.8	34	1.0	14	.4	8	.2	11	.3	13	.4	
	FY85	3295	1433	43.4	1862	56.5	1162	35.2	226	6.8	650	19.7	31	.9	36	1.0	13	.3	10	.3	3	.0	4	.1	
	FY86	3251	1415	43.5	1836	56.4	1138	35.0	231	7.1	631	19.4	30	.9	36	1.1	10	.3	12	.3	9	.2	19	.5	
	FY87	3388	1417	41.8	1971	58.1	1215	35.8	210	6.1	696	20.5	22	.6	36	1.0	10	.2	11	.3	11	.3	13	.3	
CLERIC.	FY82	6703	1076	16.0	5627	83.9	3046	45.4	346	5.1	2253	33.6	30	.4	135	2.0	13	.1	34	.5	44	.6	159	2.3	
	FY83	6666	1072	16.0	5594	83.9	3137	47.0	303	4.5	2184	32.7	23	.3	126	1.8	16	.2	48	.7	36	.5	99	1.4	
	FY84	7004	1131	16.1	5873	83.8	3352	47.8	310	4.4	2249	32.1	26	.3	135	1.9	20	.2	45	.6	15	.2	92	1.3	
	FY85	6628	1025	15.4	5603	84.5	3202	48.3	281	4.2	2206	33.2	30	.4	151	2.2	14	.2	37	.5	1	.0	7	.1	
	FY86	6944	1059	15.2	5885	84.7	3236	46.6	297	4.2	2389	34.4	31	.4	156	2.2	18	.2	30	.4	15	.2	74	1.0	
	FY87	6961	1067	15.3	5894	84.6	3231	46.4	318	4.5	2421	34.7	32	.4	147	2.1	13	.1	37	.5	11	.1	58	.8	
OTHER	FY82	236	88	37.2	148	62.7	93	39.4	2	.8	31	13.1	4	1.6	14	5.9	11	4.6	10	4.2	1	.4	.0	.0	
	FY83	87	20	22.9	67	77.0	33	37.9	3	3.4	34	39.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0	.0		
	FY84	327	91	27.8	236	72.1	179	54.7	6	1.8	54	16.5	2	.6	3	.9	.0	.0	1	.3	.0	.0	.0		
	FY85	342	97	28.3	245	71.6	188	54.9	7	2.0	55	16.0	2	.5	2	.5	.0	.0	.0	.0	.0	.0	.0		
	FY86	361	101	27.9	260	72.0	204	56.5	7	1.9	53	14.6	2	.5	3	.8	1	.2	.0	1	.2	.0	.0		
	FY87	377	94	24.9	283	75.0	217	57.5	8	2.1	58	15.3	3	.7	7	1.8	2	.5	1	.2	.0	.0	.0	.0	
WAGE B.	FY82	283	268	94.6	15	5.3	10	3.5	41	14.4	5	1.7	4	1.4	.0	1	.3	.0	4	1.4	.0	.0	.0	.0	
	FY83	416	361	86.7	55	13.2	14	3.3	85	20.4	40	9.6	4	.9	.0	5	1.2	.0	2	.4	1	.2	.0	.0	
	FY84	449	387	86.1	62	13.8	12	2.6	100	22.2	50	11.1	5	1.1	.0	5	1.1	.0	1	.2	.0	.0	.0	.0	
	FY85	455	386	84.8	69	15.1	15	3.2	102	22.4	54	11.8	6	1.3	.0	2	.4	.0	1	.2	.0	.0	.0	.0	
	FY86	477	387	81.1	90	18.8	24	5.0	105	22.0	64	13.4	6	1.2	1	.2	1	.2	.0	2	.4	1	.2	.0	.0
	FY87	471	378	80.2	93	19.7	21	4.4	99	21.0	69	14.6	7	1.4	2	.4	1	.2	1	.2	2	.4	1	.2	.0
TOTAL	FY82	19032	10711	56.21	8321	43.7	5035	26.41	(806)	4.2	(2846)	14.91	(309)	1.6	(206)	1.01	(109)	.51	(58)	.3	(123)	.6	(178)	.9	
	FY83	19807	11193	56.5	8614	43.41	5292	26.7	859	4.3	2928	14.71	332	1.61	204	1.0	124	.6	72	.31	94	.41	118	.51	
	FY84	20949	11762	56.1	9187	43.81	5691	27.11	912	4.31	3083	14.7	368	1.71	227	1.01	153	.7	75	.31	73	.31	111	.5	
	FY85	21149	11884	56.11	9265	43.8	5829	27.51	940	4.4	3085	14.51	398	1.81	262	1.2	160	.71	71	.3	39	.11	18	.01	
	FY86	21653	12000	55.4	9653	44.51	5931	27.31	975	4.5	3272	15.1	414	1.9	272	1.21	161	.7	68	.3	72	.3	110	.5	
	FY87	22477	12364	55.0	10113	44.92	6231	27.7	1002	4.41	3434	15.21	448	1.92	281	1.21	167	.7	77	.3	71	.3	90	.4	

ATTACHMENT B



U.S. Department of Justice

P-5
4

Federal Bureau of Investigation

Washington, D.C. 20535

June 16, 1988

Mr. John Wilson
National Academy of Public Administration
Suite 540
1120 G Street, Northwest
Washington, D. C. 20005

Dear Mr. Wilson:

Reference is made to my letter of June 10, 1988, which provided statistical data on the FBI's work force profile. The attached information is provided in response to other questions on your survey Creating A More Diverse Workforce. Absent any formal determination on significant occupation groups, the FBI's mainstream occupation, Special Agent series GS 1811, was selected as the group for entry level hiring, retention and promotion data to be submitted for review.

Attachment C sets forth Special Agent hires for Fiscal Year (FY) 1982 through FY 1987 categorized by gender and race/national origin. Additionally, general information on Special Agent promotions is included for your analysis. While not all inclusive, it should be beneficial in formulating an overview of Bureau procedures.

Special Agents enter on duty at the GS-10 level. Promotion is a matter determined upon the basis of the individual Agent's record and accomplishment. Such promotions do not follow automatically upon completion of time requirement for the promotion. Special Agents are eligible for consideration for promotion on the following schedule: from GS-10 to GS-11 after two years of satisfactory service in GS-10; from GS-11 to GS-12 after completion of two years of satisfactory service in GS-11. Certification that the Agent is performing at the next higher grade level and that his/her current Performance Appraisal Report (PAR) shows a summary rating of at least Fully Successful, with no individual element rated below that level,



Bicentennial of the United States Constitution (1787-1987)

Mr. John Wilson

are required. Accelerated promotion to the next higher grade from GS-10 to GS-11 and GS-11 to GS-12 is possible when an Agent in the field becomes a full field supervisor, or a Senior Supervisory Resident Agent in a resident agency comprising eight or more Agents, or is assigned to FBI Headquarters in accordance with the regular path of the Career Development Program. Time-in-grade restrictions requiring the individual to serve one year in the lower grade before being eligible for promotion to the next higher grade are also observed. Agents in GS-12 investigative assignments may be considered for GS-13 after three years of service in grade GS-12.

It should be noted that the FBI's Performance Management and the Performance Management and Recognition Systems both allow employees to request that the Personnel Officer reconsider any aspect of their PARs. In the event that discriminatory actions/influences are cited by reviewing personnel or alleged by the employee within a reconsideration request, the Personnel Officer ensures that the individual receives complete advice concerning the EEO complaint process.

Advancement beyond the journeyman level of GS-13 is to some extent a personal decision. Many Special Agents, with minorities and women being no exception, choose to excel in investigative work rather than pursue managerial components of the Special Agent career path. With regard to the investigative path, specialized training courses and on-the-job training assignments are utilized to develop skills and knowledge necessary for successful investigative performance.

In addition to on-the-job and structured in-service training, appointment to serve as a Relief Supervisor is an initial step to develop and advance within the FBI Special Agent Career Development Program (CDP). Grade level is not a prerequisite to serve as a Relief Supervisor, but two years of investigative experience are generally required. Exceptions can be made on a case-by-case basis with FBI Headquarters approval as demonstrated ability and needs of a particular work entity must be considered.

Advancement to the upper-level positions of GS-16 through GS-18 is significantly limited. Consideration must be given to the fact that with a work force of 9,439 Special Agents (end of FY 1987), less than 2% (1.69%) is the allotted incumbency at the GS-16 through GS-18 levels. The FBI is authorized 160 of these positions. As of September 30, 1987, eight (5.26%),

Mr. John Wilson

of the 152 positions filled were occupied by minorities and/or women (6 minority males, one minority female and one caucasian female). It should be noted the two women incumbents (GS-16 and GS-17) are not within the scope of the CDP as they are non-Agent personnel; however, their highly visible positions at the executive levels are indicative of management's support and affirmative efforts to ensure a more representative work force.

At the GM-15 level, 4.9% of the incumbents were women and minorities and at the GM-14 level, 10.8% of the positions were held by women and minorities. At the end of FY 1987, 10% of the FBI's Special Agent work force was made up of minorities (838 males and 105 females) and 8.3% by women (a total of 787 combining caucasian and minority females). By combining the minorities without double counting minority women, the FBI's Special Agent work force of women and minorities was 17.2%.

Impressive gains have been made with the increase of women and minorities entering the CDP as Relief Supervisors and with progression to mid-level management positions of GM-14. To enhance development of potential candidates for higher-level positions, the Management Science Unit, Training Division, was tasked with instituting the development of an appropriate training package for Relief Supervisors. Other areas to enhance advancement opportunities included the following: 1) regional training for GM-15 Assistant SACs; 2) formalizing information by means of a brochure advising of professional and educational opportunities available to participants in the CDP; and 3) development of a leadership course emphasizing and supporting the enhancement of leadership traits, characteristics and abilities for Bureau managers. Additionally, the Administrative Services Division was requested to develop more effective and efficient utilization of the Performance Appraisal System to evaluate managers at the GM-15 ASAC level.

In view of the foregoing, one of the FBI's program priorities in the Multi-Year Affirmative Employment Program Plan FY 1988 - FY 1992 will be to increase the representation of women and minorities at the mid-level management level of GM-15 and in the upper levels GS-16 through GS-18. This also entails continued successful efforts to increase and sustain participation of women and minorities at entry level through GM-14 supervisory positions. It should be noted the FBI's Plan was submitted to the Department of Justice for review, approval and subsequent submission to the Equal Employment Opportunity Commission.

Mr. John Wilson

Attachment D indicates by current grade level (GS-10 - GS-14), the Special Agents on board as of June 6, 1988, categorized by the year in which they entered on duty. The gender along with race/national origin codes are indicated. For example, in FY 1982, five A/M, i.e. male Native Americans who entered on duty at GS-10, four are in GS-12 and one is in GS-13 as of June 6, 1988.

Attachment E captures by FY entry on duty, the number of Special Agents who have separated from FBI employment. The year of separation is not reflected; however, the grade level at time of separation is indicative that the Agent remained on board at least the minimum time to attain the grade level at time of separation. It can be readily observed that the vast majority of separations from employment are within the first two years of employment.

It may be of interest to you that one of Director Sessions' initiatives which is also incorporated in the Multi-Year Plan is a study to determine causal factors for separation of women and minorities. This is a long-term project and is in the initial stages.

As an excepted service, advancement within the Bureau is almost without exception from within FBI ranks. For this reason, representation of minorities and women at the entry level is extremely important to attain a work force representative of the public which we serve. While progress is evident, the additional emphasis and initiatives in the FBI's Multi-Year Plan should enhance the representation of women and minorities.

The foregoing and attached documentation completes the FBI's portion of your Agency Information Request. You may contact the Office of Equal Employment Opportunity Affairs (324-4128) should you have questions pertaining to the material provided. I am very interested in receiving the results of your survey.

Sincerely yours,



Melvin L. Jeter
Equal Employment Opportunity
Officer

Enclosures (3)

SPECIAL AGENT EOD'SFY 82-87

FY	ALL EODS			WHITE		BLACK		HISPANIC		ASIAN		AMER-IND	
	TOTAL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
82	350	274	76 21.7	209	66 27.5 78.5	24	8	26	2	10	0	5	0
83	666	559	107 16.0	486	95 87.2	30	6	28	5	12	1	3	0
84	672	557	115 17.1	485	101 87.2	27	7	30	3	14	2	1	2
85	467	373	94 20.1	300	70 79.2	33	12	28	10	9	2	3	0
86	431	343	88 20.4	294	72 84.4	24	10	21	5	4	1	0	0
87	789	639	150 19.0	544	126 84.9	35	17	48	5	11	2	1	0

ATTACHMENT C

ACTIVE S/A EOD FY82-87 AS OF 6/16/88

FY82	A/M GS10 GS11 GS12 GS13 GS14 5 4 1 C/M GS10 GS11 GS12 GS13 GS14 20 15 5 E/M GS10 GS11 GS12 GS13 GS14 176 100 66 10	A/F GS10 GS11 GS12 GS13 GS14 6 5 1 C/F GS10 GS11 GS12 GS13 GS14 25 23 2 E/F GS10 GS11 GS12 GS13 GS14 42 27 11 4	B/M GS10 GS11 GS12 GS13 GS14 10 9 1 D/M GS10 GS11 GS12 GS13 GS14 25 23 2 Y/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14 1 1 D/F GS10 GS11 GS12 GS13 GS14 1 1 Y/F GS10 GS11 GS12 GS13 GS14
FY83	A/M GS10 GS11 GS12 GS13 GS14 3 3 C/M GS10 GS11 GS12 GS13 GS14 25 1 18 6 E/M GS10 GS11 GS12 GS13 GS14 406 1 244 161	A/F GS10 GS11 GS12 GS13 GS14 4 4 C/F GS10 GS11 GS12 GS13 GS14 71 48 22 1	B/M GS10 GS11 GS12 GS13 GS14 10 10 D/M GS10 GS11 GS12 GS13 GS14 22 18 4 Y/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14 1 1 D/F GS10 GS11 GS12 GS13 GS14 3 2 1 Y/F GS10 GS11 GS12 GS13 GS14
FY84	A/M GS10 GS11 GS12 GS13 GS14 1 1 C/M GS10 GS11 GS12 GS13 GS14 20 10 7 3 E/M GS10 GS11 GS12 GS13 GS14 394 134 184 76	A/F GS10 GS11 GS12 GS13 GS14 2 2 C/F GS10 GS11 GS12 GS13 GS14 6 3 3 E/F GS10 GS11 GS12 GS13 GS14 69 19 27 23	B/M GS10 GS11 GS12 GS13 GS14 12 5 6 1 D/M GS10 GS11 GS12 GS13 GS14 26 9 15 2 Y/M GS10 GS11 GS12 GS13 GS14 2 1 1	B/F GS10 GS11 GS12 GS13 GS14 1 1 D/F GS10 GS11 GS12 GS13 GS14 4 2 2 Y/F GS10 GS11 GS12 GS13 GS14
FY85	A/M GS10 GS11 GS12 GS13 GS14 2 1 1 C/M GS10 GS11 GS12 GS13 GS14 30 30 E/M GS10 GS11 GS12 GS13 GS14 265 1 254 10	A/F GS10 GS11 GS12 GS13 GS14 9 1 8 C/F GS10 GS11 GS12 GS13 GS14 54 51 3	B/M GS10 GS11 GS12 GS13 GS14 8 7 1 D/M GS10 GS11 GS12 GS13 GS14 21 20 1 Y/M GS10 GS11 GS12 GS13 GS14 1 1	B/F GS10 GS11 GS12 GS13 GS14 2 2 D/F GS10 GS11 GS12 GS13 GS14 8 7 1 Y/F GS10 GS11 GS12 GS13 GS14 2 2
FY86	A/M GS10 GS11 GS12 GS13 GS14 19 5 14 C/M GS10 GS11 GS12 GS13 GS14 264 127 137	A/F GS10 GS11 GS12 GS13 GS14 8 1 7 C/F GS10 GS11 GS12 GS13 GS14 66 30 36	B/M GS10 GS11 GS12 GS13 GS14 3 1 2 D/M GS10 GS11 GS12 GS13 GS14 20 11 9 Y/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14 1 1 D/F GS10 GS11 GS12 GS13 GS14 3 1 2 Y/F GS10 GS11 GS12 GS13 GS14
FY87	A/M GS10 GS11 GS12 GS13 GS14 1 1 C/M GS10 GS11 GS12 GS13 GS14 32 32 E/M GS10 GS11 GS12 GS13 GS14 502 485 17	A/F GS10 GS11 GS12 GS13 GS14 14 14 C/F GS10 GS11 GS12 GS13 GS14 105 102 3	B/M GS10 GS11 GS12 GS13 GS14 11 11 D/M GS10 GS11 GS12 GS13 GS14 46 46 Y/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14 2 2 D/F GS10 GS11 GS12 GS13 GS14 4 4 Y/F GS10 GS11 GS12 GS13 GS14

M= Male
F= Female
A= Native Americans
(American Indians)
B= Asian
C= Black
D= Hispanic
Y= Non-Hispanic in Puerto Rico

0-5
 1/87
 SEPAR. S A EOD
 FY82
 A/M
 C/M
 7
 E/M
 32
 FY83
 A/M
 Category?
 name

FY82	A/M GS10 GS11 GS12 GS13 GS14	A/F, GS10 GS11 GS12 GS13 GS14	B/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14
	C/M GS10 GS11 GS12 GS13 GS14	C/F GS10 GS11 GS12 GS13 GS14	D/M GS10 GS11 GS12 GS13 GS14	D/F GS10 GS11 GS12 GS13 GS14
	E/M GS10 GS11 GS12 GS13 GS14	E/F GS10 GS11 GS12 GS13 GS14	Y/M GS10 GS11 GS12 GS13 GS14	Y/F GS10 GS11 GS12 GS13 GS14
	32 9 11 11 1	22 10 6 6		

FY83	A/M GS10 GS11 GS12 GS13 GS14	A/F GS10 GS11 GS12 GS13 GS14	B/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14
C/M GS10 GS11 GS12 GS13 GS14	C/F GS10 GS11 GS12 GS13 GS14	D/M GS10 GS11 GS12 GS13 GS14	D/F GS10 GS11 GS12 GS13 GS14	E/M GS10 GS11 GS12 GS13 GS14
77	23	29	22	3

FY84	A/M GS10 GS11 GS12 GS13 GS14	A/F GS10 GS11 GS12 GS13 GS14	B/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14
C/M GS10 GS11 GS12 GS13 GS14	C/F GS10 GS11 GS12 GS13 GS14	D/M GS10 GS11 GS12 GS13 GS14	D/F GS10 GS11 GS12 GS13 GS14	E/M GS10 GS11 GS12 GS13 GS14
E/F GS10 GS11 GS12 GS13 GS14	6 3 3 1 1	4 3 1	7 9 10 10 10	8 10 10 10 10
87 47 28 10 2	24 8 14 2	25 8 14 2	26 8 14 2	27 8 14 2

FY85	A/M GS10 GS11 GS12 GS13 GS14 1 1	A/F GS10 GS11 GS12 GS13 GS14	B/M GS10 GS11 GS12 GS13 GS14 2 2	B/F GS10 GS11 GS12 GS13 GS14
C/M GS10 GS11 GS12 GS13 GS14 3 3	C/F GS10 GS11 GS12 GS13 GS14 1 1	D/M GS10 GS11 GS12 GS13 GS14 6 5 . 1	D/F GS10 GS11 GS12 GS13 GS14 2 2	E/M GS10 GS11 GS12 GS13 GS14 35 24 11
E/F GS10 GS11 GS12 GS13 GS14 15 14 1	Y/M GS10 GS11 GS12 GS13 GS14	Y/F GS10 GS11 GS12 GS13 GS14		

FY86	A/M GS10 GS11 GS12 GS13 GS14	A/F GS10 GS11 GS12 GS13 GS14	B/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14
	C/M GS10 GS11 GS12 GS13 GS14	C/F GS10 GS11 GS12 GS13 GS14	D/M GS10 GS11 GS12 GS13 GS14	D/F GS10 GS11 GS12 GS13 GS14
	E/M GS10 GS11 GS12 GS13 GS14	E/F GS10 GS11 GS12 GS13 GS14	Y/M GS10 GS11 GS12 GS13 GS14	Y/F GS10 GS11 GS12 GS13 GS14
	5 5 28 27 1	2 2 7 6 1	1 1 1 1	1 1

FY87	A/M GS10 GS11 GS12 GS13 GS14	A/F GS10 GS11 GS12 GS13 GS14	B/M GS10 GS11 GS12 GS13 GS14	B/F GS10 GS11 GS12 GS13 GS14
	C/M GS10 GS11 GS12 GS13 GS14 3 3	C/F GS10 GS11 GS12 GS13 GS14 2 2	D/M GS10 GS11 GS12 GS13 GS14 1 1	D/F GS10 GS11 GS12 GS13 GS14 2 2
	E/M GS10 GS11 GS12 GS13 GS14 42 42	E/F GS10 GS11 GS12 GS13 GS14 19 19	Y/M GS10 GS11 GS12 GS13 GS14	Y/F GS10 GS11 GS12 GS13 GS14

" Attachment E captures by fiscal year entry on duty, the number of Special Agents who have separated from FBI employment. The year of separation is not reflected; however the grade level at the time of separation is indicative that the Agent remained on board at least the minimum time to attain the grade level at the time of separation. Vast maj of separations are within the first

Declassified and Approved For Release 2012/11/29 : CIA-RDP90-00530R000601390001-7

ATTACHMENT E:

MINORITY PROMOTION STATISTICS FY THRU 88
AS OF 07/06/88

FISCAL YEAR	SEX	AM IND	ASIAN	BLACK	HISP	WHITE	TOTAL
82	F	1	11	407	22	890	1331
82	M	5	16	86	36	553	696
		6	27	493	58	1443	2027
		0.29%	1.33%	24.32%	2.86%	71.18%	
						100.00	
						28.82	
83	F	0	18	217	24	702	961
83	M	6	22	98	41	775	942
		6	40	315	65	1477	1903
		0.31%	2.10%	16.55%	3.41%	77.61%	
						100.00	
						22.39	
84	F	3	17	468	45	1040	1573
84	M	1	37	130	49	977	1194
		4	54	598	94	2017	2767
		0.14%	1.95%	21.61%	3.39%	72.89%	
						100.00	
						27.11	
85	F	1	8	338	40	719	1106
85	M	3	17	100	45	638	803
		4	25	438	85	1357	1909
		0.20%	1.30%	22.94%	4.45%	71.08%	
						100.00	
						28.92	
86	F	2	8	603	41	1039	1693
86	M	0	15	120	32	673	840
		2	23	723	73	1712	2533
		0.07%	0.90%	28.54%	2.88%	67.58%	
						100.00	
						32.42	
87	F	0	17	591	29	1061	1698
87	M	4	15	132	59	956	1166
		4	32	723	88	2017	2864
		0.13%	1.11%	25.24%	3.07%	70.42%	
						100.00	
						29.58	
88	F	1	9	380	37	669	1096
88	M	2	12	104	54	539	711
		3	21	484	91	1208	1807

Jux

65.7
34.350.5
49.556.8
43.2%57.9
42.166.8
33.259.3
40.7P-5
9A

MINOR PROMOTION STATISTICS FY THRU 88
AS OF 07/06/88

FISCAL SEX YEAR	AM IND	ASIAN	BLACK	HISP	WHITE	TOTAL
	0.16%	1.16%	26.78%	5.03%	66.85%	

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9

Telephone Conversation with John Meisten, FBI, September 2, 1988.

1. John called in response to my questions on the Post article today re Judge Session's remarks re a new affirmative action effort in the FBI.
2. The FBI does have a new AA plan. It has been signed by Judge Sessions and is currently being reviewed by DOJ. A copy will be provided to us.
3. It is true as reported that the Bureau has hired a full service ad agency to develop recruitment strategies for special agents. The firm was hired to work on the recruitment of all agents, not solely for minority candidates as implied in the article. The ad agency will also possibly develop recruitment strategies for non-agent positions as well.
4. The FBI is moving to a more targeted recruitment program. Rather than seek to cover all colleges, they are moving to target recruitment at those relatively few schools which are most likely to provide successful candidates.
5. A test was conducted of setting up to recruiters in the southeast. These recruiters were responsible for recruitment across field office jurisdictions. The effort is considered a success and it is being expanded nation-wide. Eighteen or nineteen recruiters are being appointed. They are being assigned at locations where the Bureau believes it has the chance of greatest recruitment success. Also, the recruiting ads will be tailored by the ad agency to attract minority group members where they are a significant percentage of the local labor market.
6. Meisten noted that the DOJ had an independent study conducted of the EEO posture of the FBI for use in a current court case brought by Hispanic staff. He will check to see if that report can be made available to us.

334: Sept 2, 88. ETO

7-5
10

FBI Chief Unveils Plan To Hire More Minorities

Sessions Vows to Eliminate Discrimination

By Joan Mower
Associated Press

FBI Director William H. Sessions, vowing to stamp out racism and discrimination at the bureau, said yesterday that he has approved a new affirmative-action program to hire and promote more minority employees.

"From the beginning, I have tried to make the FBI's policy against racism and discrimination crystal clear to every member of the FBI, both by policy statements . . . and by personally addressing employees," Sessions said.

While he outlined steps he has taken to eliminate discrimination during the last 10 months, Sessions refused to talk about pending legal actions against the Federal Bureau of Investigation by Hispanic agents and by a black agent.

More than 300 Hispanic agents filed a class-action suit in El Paso, contending that the FBI discriminates in promotion, discipline and assignment of Hispanics. They seek unspecified damages and changes in FBI policies. A federal judge is expected to issue a decision by Oct. 1.

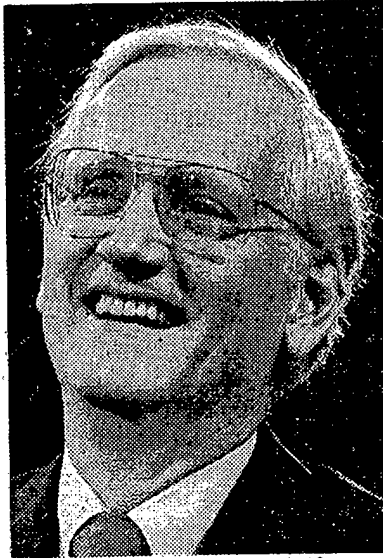
In the other case, Donald Rochon, a black agent in the Philadelphia office, has filed racial-harassment charges against the government. The Equal Employment Opportunity Commission has upheld many of his complaints, stemming from his tenure in the Omaha office.

Sessions said that the FBI must make improvements so its agents will "more nearly reflect our nation's ethnic composition."

Of 9,597 agents, 417 are black, and 439 are Hispanic. Blacks account for 12 percent, and Hispanics 8 percent of the general population.

Sessions, a former U.S. District Court judge in Texas, said he has approved an affirmative-action plan through 1992. To recruit new minority agents, the FBI has hired an advertising agency and assigned some of its most capable staff to serve as recruiters, he said.

Since taking office last November, Sessions said he has made improvements in career-development and training programs and required internal audits of promotion pro-



WILLIAM H. SESSIONS

... no comment on agents' lawsuits

cedures and the bureau's Equal Opportunity programs and complaint processes.

Part of the challenge facing the FBI is the need to hire increasing numbers of agents over the next 10 years when numbers of college graduates are expected to decline, Sessions said.

Within nine years, Sessions said that more than half of the FBI's professionals—about 4,500 people—either will be forced or eligible to retire.

"We must develop effective measures to respond to our extraordinary hiring needs," he said. "Somehow it feels like bobbing for apples at Halloween with your hands behind your back."

The task is made more daunting because the FBI can not offer the salaries or the benefits to compete with private industry, he said.

The FBI is seeking to hire women and minorities in linguistics, engineering, computer sciences, law and accounting, he said.

In his speech, Sessions also scoffed at the idea of decriminalizing drugs, saying the nation should not turn itself over to "pot" heads and the drug dealers that are involved in the use of illegal substances. To me, it is a nonsensical approach that will not stand the light of day."

FRIDAY, SEPTEMBER 2, 1988 A19

1982 & 1987

11

COUNT WRITE

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1982

	Totals	White	Black	Hispanic	Asian	Am Ind	Total Min
Prof	95		4	1	3	0	8
Admin	8,627		314	276	72	73	735
	8,722						743

1982 program .085

1987

	Totals	White	Black	Hispanic	Asian	Am Ind	Total Min
Prof	188		11	4	7	1	23
Admin	11,092		546	469	161	65	1241
	11,280						1264

1987 program .112

FBI Changes Compared to Govt Wide

P-5
12

	FBI #	FBI %	FBI 1982 %	FBI 1987 %
Staff ↑, FY '82-'87	3400	18		
Womas proportion of w/life			43.8	44.9
Miss Min Gaps as prop of w/life			23.5	24.8
Prof F proportion in w/life		7.1	9.7	16.6
Min proportion in w/life		31	8.5	11.2
Supergades - Male prop			99.2	98.6
Supergades - white			98.2	94.6

Annual
FBI
Rate
Change

	Govt wide 1982 %	Govt wide 1986 %	Govt rate chg	Govt wide increase
	38.2	40.2	.5%	
	23.8	26.5	.7%	
	23.5	26.8	.8	14
	14.9	12.2	.58	15.4
		91.7		
		93.2		

P-5
13 from P-5 and P-5
6 2

E4 - 82 F4 '87

FBI - Comparison of Each Group's Proportion in
Workforce & Proportion of Promotion

	1	2	3	4	5	6	7	8	9	10
	1982		1987		1982		1987			
Group	Total # in white	Proportion of T.Wkfr	Total # in white	Proportion of T.Wkfr	# of Prom. to Gp Mns	Proportion of T. Prom	# of Prom. to Gp Mns	Proportion of T. Prom		
White Men	9364	49.2	10676	47.4	553	127.3	956	33.4		
Black Men	806	4.2	1002	4.4	86	4.2	132	4.6		
Hispanic Men	309	1.6	448	1.9	36	1.7	59	2.1		
Asian Men	109	.5	167	.7	16	<.1	15	<.1		
American Indian Men	123	.6	71	.3	5	<.1	4	<.1		
All Men	10711	56.2	12364	55.0	696	34.3	1166	40.7		
White Women	5035	26.4	6231	27.7	890	43.9	1061	37.0		
Black Women	2846	14.9	3434	15.2	407	20.0	591	20.6		
Hispanic Women	206	1.0	281	1.2	22	.1	29	.1		
Asian Women	58	.3	77	.3	11	<.1	17	<.1		
American Ind Wmn	176	.9	90	.4	1	<.1	0	0		
All Women	8321	43.7	10113	44.9	1331	65.7	1698	59.3		
Total workforce	19032	100	22477	100.00						
All Minority Men	1347	2.0	1688	7.5	143	7.0	210	7.3		
All Minority Women	3286	17.2	3882	17.2	441	21.7	637	22.2		
Total promotion					2027		2864			

Date from 9-5/5

Special Agents

All Female Hires

A4 WEDNESDAY, NOVEMBER 2, 1988

THE WASHINGTON POST

After Bias Lawsuit Was Won, Harassment Began, Some Hispanic FBI Agents Say

FBI, From A1

for FBI Director William S. Sessions, who has spent much of his first year in office fending off charges that under his predecessor, William H. Webster, bureau officials engaged in or tolerated harassment of a black agent and illegal spying against critics of Reagan administration policies in Central America.

In recent weeks, Sessions has met with Hispanic leaders, promoted a new five-year minority recruitment program and signaled that he intends to make recasting the FBI's predominantly white image a hallmark of his tenure.

"I don't want the perception that the bureau is racist," Sessions said recently.

But many Hispanic agents, embittered by years of battle in the trenches, are not convinced. They contend that Sessions is an "outsider" who is not trusted in the field. Just below him, they say, is the "real" FBI—an insular and closely knit "old boy network" whose leaders are furious at the "betrayal" by the Hispanic agents and bent on revenge.

Fueling these suspicions is what one agent calls a "chilling" pattern of "intimidation" against some of the Hispanic agents who played key roles in the lawsuit. Hugo Rodriguez, the chief lawyer for the Hispanic agents and a former FBI agent himself, said that since the nine-day trial ended last August, he has evidence of retaliatory actions against 25 Hispanic agents who were active in the case. "As I look at the group, they're going after the people who gave key testimony," Rodriguez said.

Rodriguez plans to file a motion today documenting five of the cases and asking Bunton to intervene. In one case, Fernando Mata, a Miami agent who once received the bureau's most coveted award for his counterintelligence work, said that immediately after the bureau learned he planned to testify in the trial here, he was confronted with accusations that he had compromised national security.

Mata said the accusations were baseless and had been known to the FBI for over a year. "I feel threatened and intimidated," said Mata, who also helped raise money for the lawsuit. "It's just revenge."

James Garay, an agent in the FBI's New York office, said another

charge of his office and told he was being placed on "limited-duty status," meaning he had to turn in his gun and could no longer drive a bureau car.

The alleged reason for the action, which veteran agents say is exceedingly rare and tantamount to "castration" of an FBI agent, was that Garay had failed to meet bureau exercise requirements and was 12 pounds overweight. Garay attributed the condition to a back injury that he suffered during an auto accident a year and a half ago.

"There's no question in my mind that it's direct retaliation," Garay said. "I've always been an exemplary agent and suddenly I'm hit with this."

The charges are particularly ominous, some agents say, because of the documented experiences of Bernardo (Matt) Perez, the lead plaintiff in the case.

During the course of pretrial discovery, Perez, the second-ranking Hispanic in the bureau, learned that FBI officials had opened a secret criminal investigation of him for perjury—a probe that produced no evidence of wrongdoing and which Bunton concluded was evidence of "retaliation" against one of the bureau's most widely respected agents.

As Rodriguez and others here see it, these actions are not necessarily coordinated, but the work of vengeful heads of field offices and their deputies. "These guys can get away with whatever they want to get away with," Rodriguez said. "There is nobody monitoring them . . . and the FBI is still managed by intimidation."

Milt Ahlerich, the assistant FBI director for public affairs, praised Perez as a "crackerjack" agent. He



BERNARDO (MATT) PEREZ
... agent was target of FBI probe

said he could not discuss the Mata case or the action against Garay, but noted the bureau had an obligation to take action when an agent's fitness for duty is in question. He adamantly insisted, however, that there was no campaign of harassment against the agents.

At the same time, however, Sessions last week sent a bulletin to all FBI offices aimed at cooling tensions from the case. The teletype urged bureau officials to put "any animosity and frictions" behind them and ordered them to refrain from discussing any aspects of the case with the news media.

The controversy is particularly awkward for the FBI, since it comes on the heels of another discrimination lawsuit alleging that a "clique" of white agents in the bureau's Omaha and Chicago offices engaged in vicious harassment of black agent Donald Rochon.

FBI critics say the problems are deep-seated. Although the FBI is charged with enforcing the civil

rights laws, only 4.3 percent of the bureau's 9,598 agents are black, 4.5 percent are Hispanic and 1.6 percent are Asian or native Americans.

When the special agent in charge (SAC) of the FBI's Philadelphia office retires this week, the FBI will have not a single black in charge of any of its 58 field offices. The only Hispanic SAC was appointed last year—after the lawsuit here was filed.

But while FBI officials say they intend to "do better" in recruiting minorities—and have even hired a Bethesda advertising firm to help them do so—they say the low number of minority managers is not evidence of discrimination. Ahlerich notes that it takes 13 years for an agent to work his way up to be even an assistant SAC.

"Go back 13 years and see how many blacks or Hispanics we had then," he said. "What could you expect at this point? . . . You have to work through the ranks."

"There is no racism in the FBI and no discriminatory conduct that we are aware of," said John D. Glover, executive assistant FBI director and its highest ranking black. "I have not encountered any [discrimination] at all."

But Hispanic agents here have a different perspective. During sometimes emotional testimony last summer, many of them told stories of petty harassments, including being called such names as "spics," "wetbacks" and "Frito Banditos" by their colleagues in the bureau.

But there were also more deeply rooted cultural prejudices that face many Hispanics, according to some of the agents. Perez, the assistant SAC in the El Paso office who has called top bureau officials "bigots,"

vividly recalls when he was first assigned to the bureau's San Juan office, one of the most dangerous and least desirable of FBI postings and a key stop on the "Taco Circuit," one of his superiors said he should be happy since he would be with "your own people."

In its defense, FBI officials submitted a \$200,000 consultant's study that offered statistical data showing that Hispanic agents advanced within the bureau at roughly the same speed as non-Hispanics. But Bunton ultimately rejected the data, citing the trial testimony as a more accurate indication of how the bureau actually operates.

Within FBI field offices, the most sought after assignment is as a "case agent" on an investigation that nets arrests and convictions, agents say. Case agents who build up their "numbers"—arrests—get praise, promotions, and monetary awards from Washington.

But this system also has tended to work against Hispanic agents in particular. By a disproportionate level, Bunton concluded, those agents have been assigned to what are known as Spanish "Title 3's"—the section of the 1968 crime control act that governs the monitoring of court-ordered wiretaps.

It is, according to some of those agents, stultifyingly dull work. More importantly, said Gonzales, "the whole time you're sitting there, your cases are languishing back in the office. Then the case breaks, the goodies come down and you don't get any."

FBI officials have cited "the needs of the bureau," meaning that the FBI simply has too few Spanish-speaking agents. The problem has taken on increased urgency in recent years because the FBI has

been given joint responsibility in the fight against narcotics trafficking—an activity currently dominated by Spanish-speaking Latinos.

Here in the El Paso office, where the bulk of the caseload is Mexican drug smuggling, there are 50 FBI agents and only 15—13 Hispanics and two Anglos—can speak Spanish, agents in the office say.

"I would agree that they [Spanish-speaking agents] are in short supply," Ahlerich said when asked about these figures. Although the bureau has made "enhanced" efforts to recruit Spanish-speakers in recent years, "I'm not sure we've been totally satisfied with our achievement."

Hispanic FBI Agents Say Bias Festers

Some Report Harassment in Wake of Discrimination Ruling

By Michael Isikoff
Washington Post Staff Writer

EL PASO, Tex.—Sixteen years after he joined the Federal Bureau of Investigation, agent Leo Gonzales is bitter about a career spent on the "Taco Circuit"—a series of dead-end jobs in dreary Southwest outposts that has been the lot of many of the bureau's Hispanic agents.

Gonzales, 50, said he spent much of his time on tedious assignments like monitoring Spanish-language wiretaps or working as a translator for Anglo agents. "I was an Anglo helper," he said. "While the rest of the agents are out there making cases, you're relegated to the most menial duties."

For years, complaints such as these were dismissed by FBI officials as the grouching of a few malcontents. But in a decision that jolted top bureau officials, a federal judge here ruled Sept. 28 that the bureau had systematically discriminated against its Hispanic agents by denying them promotions and detailing them to the least rewarding or, in some cases, most hazardous assignments.

The decision by U.S. District Court Judge Lucius D. Bunton has exacerbated already bad feelings in many of the bureau's field offices and led to angry charges that some of the 311 plaintiffs, about three-fourths of all the bureau's Hispanic agents, have faced recriminations and harassment from their superiors in the field.

In addition, the case has focused new attention on what critics describe as the clubby, "fraternity-like" atmosphere that still pervades the FBI—and the serious consequences that can have for the bureau's expanding and increasingly complex law enforcement mission.

"In many ways, they don't realize what kind of country we have," said Rep. Don Edwards (D-Calif.), a former FBI agent and the chairman of the House Judiciary subcommittee that oversees the FBI. "Their problem is their insensitivity. When you talk to them about this, they can't seem to realize they're doing something wrong. They have this real circle-the-wagons mentality."

The Bunton decision came at a particularly bad time

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Hispanic Agents Seek Court Protection

Judge Is Asked to Bar FBI From Punishing Bias Suit Plaintiffs

By Michael Isikoff
Washington Post Staff Writer

A lawyer representing more than 300 Hispanic FBI agents asked a federal judge yesterday to block the FBI from engaging in "systemic retaliation" against agents who gave court testimony embarrassing to the bureau in a recent discrimination lawsuit.

FBI officials have unjustly accused one of the Hispanic agents of being a "security risk," taken another agent's gun away and threatened administrative actions against others suspected of criticizing the bureau in a recent California magazine article, according to the motion and three affidavits filed in federal court in El Paso by lawyer Hugo Rodriguez.

The motion asked U.S. District Court Judge Lucius D. Bunton to schedule a hearing on the allegations.

FBI spokesman Gregory Jones said there is "no evidence" of retaliation against any of the agents. He said any such actions "would be in-

tolerable and illegal and would result in an FBI inquiry."

The court filing is the latest twist in a bitter court dispute that some critics say has revealed serious racial and morale problems within the FBI.

In a 96-page decision last Sept. 28, Bunton ruled that the FBI had discriminated against its Hispanic agents in promotions and job assignments.

Hispanic agents comprise about 4.6 percent of the bureau's 9,598 agents.

In the same opinion, Bunton also concluded that Bernardo (Matt) Perez, the second-ranking Hispanic in the bureau and the lead plaintiff in the case, had suffered retaliation.

Since that ruling, Perez, who serves as assistant special agent in charge of the El Paso office, said in an affidavit that all his activities have been "monitored . . . and reported" to bureau headquarters, he has been denied reimbursements for most of his expenses, and he has been told he can no longer represent the FBI at official functions.

Perez also said he has spoken to

"no less than 20" plaintiffs who believe they have been harassed because they testified in the case.

One example of alleged harassment involves a recent "employees conference" in the Los Angeles office of the FBI in which the special agent in charge, Larry Lawler, threatened agents who may have talked to the author of a California magazine article.

The article, which is accompanied by pictures of Perez and two other Hispanic agents who were involved in the lawsuit, is subtitled "How the Mormon Mafia turned the FBI's L.A. office into the laughing stock of law enforcement."

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Cal of A FBI

11092 Admin (SA)

1815 F (all)

363 BM ✓

381 MM ✓

134 AM ✓

47 IB ✓

2740 = 24.7% 11092

WM = 100 - 24.7 = 75.3

	30	95	57	188
	814	8627	1515	11092
27.8				
76.5	849	8722	1872	11280

925 MM

8493 WF

~~11092~~

9277 M - MM 925 = 8352

11092 = 75.3